

Equality information and objectives- Information for school website

The Equality Act 2010 requires us to publish information demonstrating our need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010.
- **Advance equality opportunity** between people who share a protected characteristic and those who do not.
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

Prince of Wales Primary School is an inclusive school where there is a focus on the well-being and progress of every child and where all members of our school community are of equal worth.

The Equality Act provides a framework to support our diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that issues of disadvantage and underachievement of different groups are addressed.

The school's approach to equality is based on the following principles:

1. All learners are of equal value
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging
4. We observe good equalities practice in staff recruitment, retention and staff development
5. We aim to reduce and remove any inequalities and barriers that already exist
6. We have the highest expectations of all of our pupils

Equality information

Number of pupils on roll: 618

Age of pupils: 3 to 11

Information on protected characteristics- age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. Every person has several of the protected characteristics so the Act protects everyone against unfair treatment. In order to ensure that all pupils are protected from discrimination the school collects information on protected characteristics.

Information on other groups of pupils

In addition to pupils with protected characteristics information is gathered on the following groups of pupils

- Pupils eligible for Free School Meals (FSM) 42%
- Disadvantaged group- pupils eligible for Pupil Premium (PP) 46%
- Pupils with Special Educational Needs (SEN) 12.5%
- Pupils with English as an Additional Language (EAL) 57%
- Young carers 0%
- Looked after children 0.6%
- Gender: Female 49.4% Male 50.6%

Race/Ethnicity

Minority ethnic pupils **90 %**

There are 61 ethnic groups. Information is available on the ethnicity of each pupil.

For the purposes of this policy the main groups are as follows.

Turkish, including Cypriot and Kurdish	21%
Black African	20%
European	16%
White British	11%
Asian	6%
Dual heritage	5%
Black Caribbean	4%
Middle Eastern	2%
Other, mixed or refused	13%

Through rigorous tracking and monitoring of individuals and of all the groups of pupils, including progress and attainment, and by providing equal opportunities to access the curriculum and activities, we aim to ensure that any gap in attainment for pupils within any of the 61 ethnic groups is removed, or at least remains less than the group nationally.

Eliminating discrimination and other conduct that is prohibited by the Act

We eliminate discriminations by:

- Reporting and responding to and monitoring all racist incidents
- Our behaviour policy ensures all pupils feel safe at school and addresses prejudicial bullying
- Regular monitoring of the curriculum map to ensure that the curriculum meets the needs of the pupils and promotes the respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure pupils reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure all pupils are making the best possible progress and set up interventions where necessary
- Ensure all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views of pupils and adults to evaluate the effectiveness of our policies and procedures

Equality Objectives

1. To ensure the curriculum reflects the needs and interests of all our pupils
 - Annual and termly reviews of the curriculum
 - Class composition to drive changes in weekly plans
 - Communication with parents to involve them in the learning eg homework, cafes
 - Whole school projects and assemblies to highlight a specific focus
 - To successfully implement the new RSE curriculum

2. To ensure all EAL pupils are supported in their language acquisition
 - Quality first teaching including best practice for EAL learners and the principles of LILAC training supported with appropriate resources including visual support and Colourful Semantics
 - Extra support where required eg pre teaching groups, conversation classes, online provision
 - Rigorous monitoring of the language acquisition levels and providing appropriate support

3. To review levels of pupil and parent engagement in learning, especially home learning, to ensure equity and fairness in access and engagement
 - Provide laptops where possible or good quality learning packs
 - To liaise with parents/carers to ascertain the barriers to learning
 - To ensure the level of work is pitched at the right level
 - To provide motivational feedback to the learning
 - To signpost families to any extra support available

February 2021

To be reviewed.....